

On-the-Job Training*

Most Openings	Hourly Wage		
(400-800 Openings per Year)	Entry	Average	Training Level*
Receptionists and Information Clerks	\$7.40	\$9.50	Short-Term
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6.30	8.70	Short-Term
Office Clerks, General	7.40	10.40	Short-Term
Cashiers	6.00	7.50	Short-Term
Retail Salespersons	6.40	9.70	Short-Term
Executive Secretaries and Administrative Assistants	11.00	14.90	Moderate
Bookkeeping, Accounting, and Auditing Clerks	8.70	12.30	Moderate
Customer Service Representatives	8.60	11.30	Moderate
First-Line Supervisors/Managers of Office & Administrative Support Workers	11.10	17.20	Related Experience
First-Line Supervisors/Managers of Retail Sales Workers	9.20	14.70	Related Experience

More Openings	Hourly Wage		
(100-400 Openings per Year)	Entry	Average	Training Level
File Clerks	\$7.10	\$9.60	Short-Term
Billing and Posting Clerks and Machine Operators	9.10	11.80	Short-Term
Tellers	7.70	9.20	Short-Term
Bill and Account Collectors	9.50	13.00	Short-Term
Telemarketers	8.10	10.50	Short-Term
Data Entry Keyers	7.80	9.90	Moderate
Secretaries, Except Legal, Medical, and Executive	8.50	11.20	Moderate
Supervisor/Managers of Non-Retail Sales Workers	12.10	21.70	Related Experience

Fewer Openings	Hourly Wage		
(10-100 Openings per Year)	Entry	Average	Training Level
Loan Interviewers and Clerks	\$10.10	\$13.10	Short-Term
Credit Authorizers, Checkers, and Clerks	8.10	12.20	Short-Term
Switchboard Operators, Including Answering Service	7.40	9.50	Short-Term
Couriers and Messengers	6.30	8.50	Short-Term
Office Machine Operators, Except Computer	8.10	12.30	Short-Term
Human Resources Assistants, Except Payroll and Timekeeping	10.40	14.10	Short-Term
Mail Clerks and Mail Machine Operators, Except Postal Service	8.10	9.70	Short-Term
Brokerage Clerks	10.60	14.20	Moderate
Computer Operators	8.20	13.00	Moderate
Claims Adjusters, Examiners, and Investigators	12.60	20.90	Long-Term
New Accounts Clerks	9.50	10.60	Related Experience

*Short Term = less than 1 month

Moderate = 1 month to 1 year

Long Term = more than 1 year

More than High School, Less than Bachelor's Degree *

Most Openings	Hourly Wage		
(over 800)	Entry	Average	Training Level

Computer Support Specialist	\$8.20	\$12.40	Associate Degree
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Fewer Openings	Hourly Wage		
(10-100 Openings per Year)	Entry	Average	Training Level

Appraisers and Assessors of Real Estate	\$9.50	17.20	Vocational
Real Estate Sales Agents	8.80	17.60	Vocational
Travel Agents	7.70	12.20	Vocational
Paralegals and Legal Assistants	13.40	18.40	Associate Degree

* Training varies based on profession; usually less than four years.

Bachelor Degree*

Most Openings	Hourly Wage		
(100-400 Openings per Year)	Entry	Average	Training Level

Loan Officers	\$12.90	\$20.30	Bachelor's Degree
Network and Computer Systems Administrators	16.90	24.30	Bachelor's Degree
Accountants and Auditors	13.80	20.80	Bachelor's Degree
Computer Programmers	18.10	27.80	Bachelor's Degree
Computer Software Engineers, Applications	22.60	34.30	Bachelor's Degree
Computer Systems Analysts	18.80	25.90	Bachelor's Degree
Chief Executives	23.70	47.50	Experience plus Degree
Financial Managers	15.00	29.00	Experience plus Degree
Administrative Services Managers	12.20	22.70	Experience plus Degree
Computer and Information Systems Managers	19.00	33.80	Experience plus Degree
General and Operations Managers	15.20	30.40	Experience plus Degree
Management Analysts	18.40	31.30	Experience plus Degree
Marketing Managers	20.10	34.50	Experience plus Degree
Sales Managers	16.20	29.80	Experience plus Degree

Fewer Openings	Hourly Wage		
(10-100 Openings per Year)	Entry	Average	Training Level

Credit Analysts	\$10.90	\$20.30	Bachelor's Degree
Database Administrators	17.50	26.80	Bachelor's Degree
Financial Analysts	17.00	33.30	Bachelor's Degree
Financial Examiners	13.40	22.30	Bachelor's Degree
Insurance Underwriters	13.00	19.20	Bachelor's Degree
Network Systems and Data Communications Analysts	15.40	24.50	Bachelor's Degree
Personal Financial Advisors	14.90	25.00	Bachelor's Degree
Securities, Commodities, and Financial Services Sales Agents	15.40	29.80	Bachelor's Degree
Training and Development Specialists	10.50	18.30	Bachelor's Degree
Advertising and Promotions Managers	13.30	23.30	Experience plus Degree
Human Resources Managers	16.50	27.10	Experience plus Degree

*Training traditionally requires four years.